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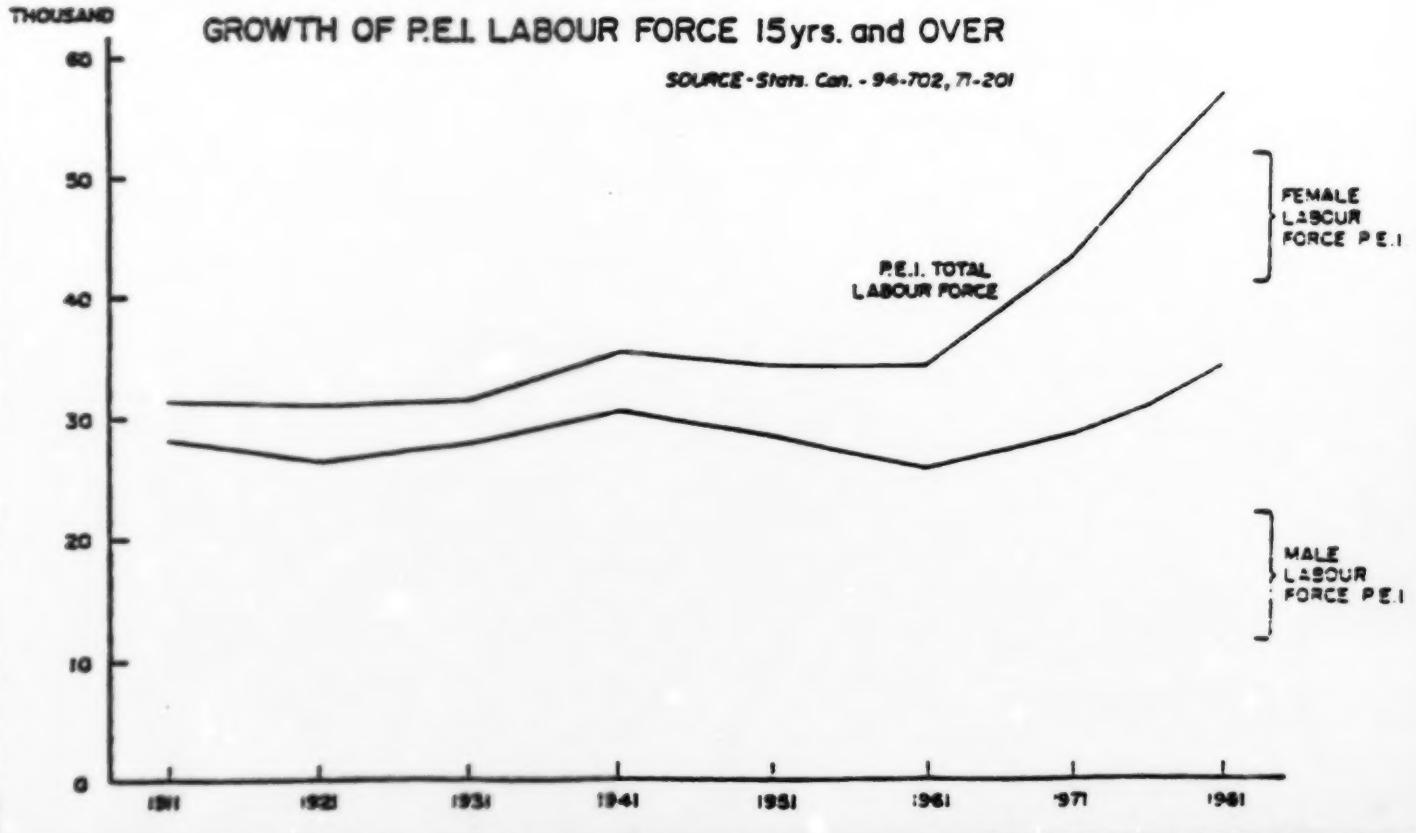
ECONOMIC TRENDS

ASPECTS OF EMPLOYMENT ON P.E.I. DURING THE 70's

1. Introduction

A year ago Economic Trends examined the long term trends in labour force growth on P.E.I. It described the generally static period that prevailed in the first half of this century, a period dominated by the shrinking farm population and net outmigration. It contrasted this period with the noticeable employment, labour force, and population gains that occurred in the 1960's and 1970's. The general pattern of growth is portrayed in Diagram 1, which is reprinted from the January 1983 copy of Economic Trends.

Diagram 1



The major concern that has plagued P.E.I. throughout this century and which apparently worsened in the 70's, despite noticeable general employment gains, has been that of unemployment, and particularly the question of youth unemployment. The January 1983 Trends suggested that the parallel increase in unemployment, labour force participation, employment itself, and unemployment insurance dependence, were likely the result of a general expansion of work of a short term nature, relative to year round employment. This issue of Economic Trends examines this aspect of employment on P.E.I. with the help of new releases from the 1981 Census.

2. Some Definitional Concerns

The most commonly referred to information on employment, unemployment and the labour force comes from Statistics Canada's monthly Labour Force Survey. This provides a monthly "snapshot" of the labour market. The basic information in this survey provides a monthly estimate of the number employed and unemployed, the combination of the two representing the labour force. The Census definitions of the Labour Force are similar, but they include military personnel, who are excluded from the Labour Force Survey. This definition of the labour force very much depends on the definition of unemployment, and this essentially stems from the concept of being actively looking for work while out of work or being laid off with a firm expectation of returning to the job. But the labour force, in the sense of the total number of people who have work experience whether or not they are necessarily actively working or seeking work is broader. Thus the exact size of what one regards as the labour force will alter depending upon which body of information is being used.

Some of the various definitions can include:-

the average monthly Labour Force survey definition, 1980 and 1981	53,000
the Labour Force, as defined by the Census, June 1981,	57,885
Above but exclusive of those with no work experience, June 1981	55,445
the total number of persons with any work experience at all in 1980, (1981 Census)	59,800
the total number who worked for any period, or tried to find work at any period during the previous year, 1980, November 1983 issue of Labour Force Survey (Stats. Can. 71-001)	64,000

The fact that someone with work experience is not working does not necessarily mean they are unemployed, as defined for estimation of the unemployment rate. In particular there has occurred a slow reduction in the proportion of males in the labour force over time as males retire earlier, and as increasing numbers stay in school/college/university after they are 15 years old.

On the other side of the coin, there has been a general movement of females into the work force. In the past many females would have taken up housekeeping or raised a family and thus not have been regarded as a member of the labour force, this is now less the case.

There are also a large proportion of the adult population who at any time might be "between work", but are not necessarily unemployed. These are frequently described as discouraged workers, but this may be something of a misnomer. There have always been a significant proportion of the adult population who engage in seasonal, or occasional spells of employment, but we have no way of judging what proportion of such individuals would be prepared to work at any point of time during their absence from the labour force, and thus how many could be thought of as discouraged and thus therefore reasonably regarded as "unemployed". We do know that in times of an employment downturn as occurred in 1982, there is a significant increase in numbers out of the labour force who do not feel it is worth while looking for a job. By studying the whole population with any work experience at all we have substantially increased our coverage of the labour force. This paper concentrates its attention on work duration and the numbers involved are greater than those in the Labour Force as indicated in the snapshot information.

Before proceeding we should distinguish "part-time" employment from "part-year" employment. The part time worker is defined as one who does not work a full week. He/she might work a full year in a part time job, although we know that part time work does tend to increase as work duration shortens. Part time work is particularly prevalent among 15-19 year olds.

Table 1

Percentage of Employed Who Worked Part Time, by Age and Sex P.E.I. *

Age	1971 M	1971 F	1981 M	1981 F
15-19	45.4	44.4	45.0	55.6
20-24	19.8	19.3	12.2	21.1
25-34	11.4	33.2	6.4	30.8
35-44	10.1	36.6		
45-54	12.4	29.1	10.1	31.4
55-64	16.9	28.7		
65+	33.5	31.4	30.5	51.5
Total	18.8	31.4	13.8	33.1

Sources: Stats Can. 92-919 1981 Census, 94-779, 1971 Census

As can be seen in Table 1 the proportion of females 15-19 years, and 65+ employed part time has risen noticeably 1971-1981, but for males it has fallen and the picture for many age categories has not altered markedly. A comparison with Ontario indicates that the general percentages included in part time work there and on P.E.I. are not dissimilar.

Table 2

1981 Part Time Employment as % Total Employment *

Age	Ontario M	Ontario F	P.E.I. M	P.E.I. F
15-19	57.0	65.1	45.0	55.6
20-24	13.8	22.6	12.2	21.1
25-44	3.3	25.9	6.4	30.8
45-64	4.7	31.3	10.1	31.4
65+	34.8	48.3	30.5	51.5
Total	11.1	31.3	13.8	33.1

Source: Stats Can. 92-919, Census of Canada, 1981

* Those with any work experience the previous year

As one can see the proportion of 15-19 year old workers in part time work tends to be higher in Ontario than on P.E.I., and this pattern was apparent also in 1971. However the general similarities are somewhat surprising given the two provinces' highly different economic structures.

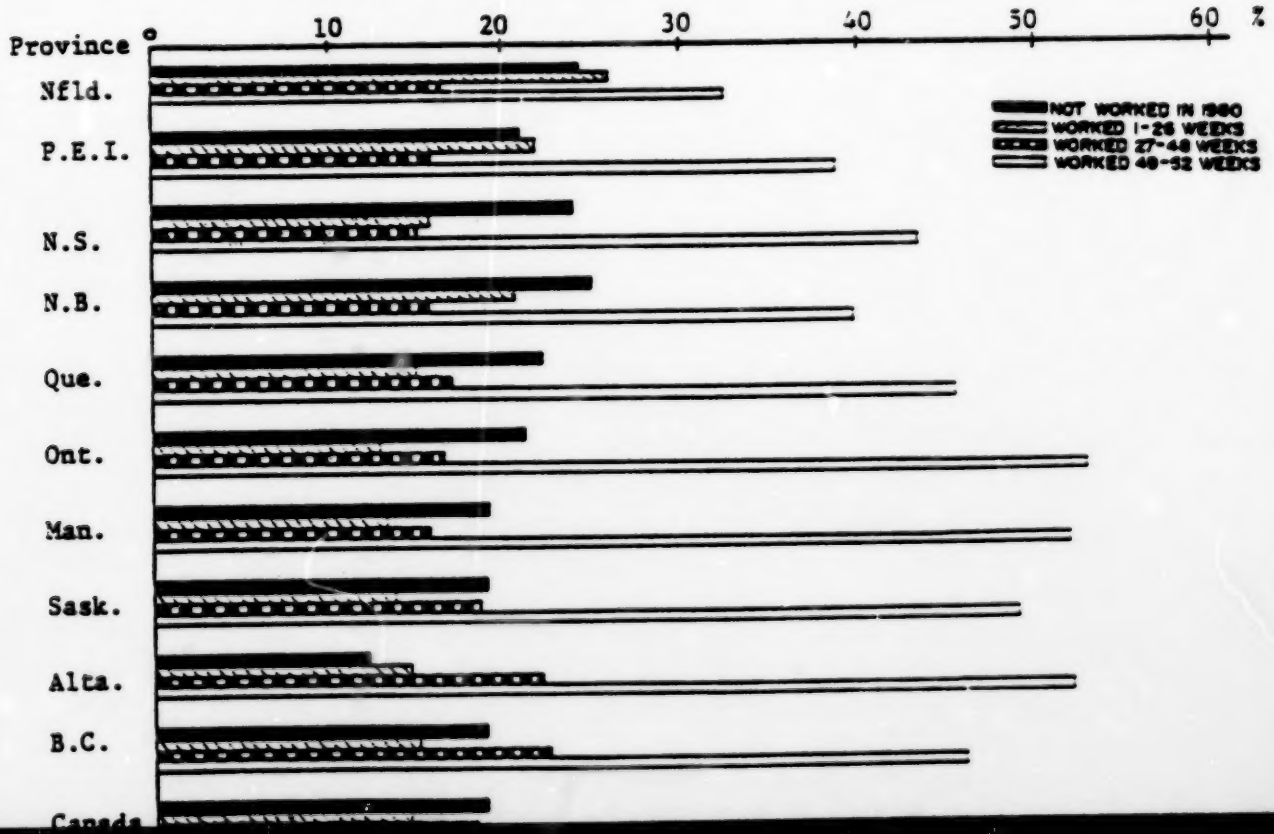
3. Work Duration

One of the unfortunate aspects of discussing work duration is that it is difficult to simplify the presentation of statistics because of the large volume of numbers involved. In addition, there are clear differences between the male and female labour markets which have to be preserved and this adds to the display problem.

The data in Diagrams 2 and 3 shows the proportion of the population 15 years and over, by sex, by their duration of employment in 1980, according to the 1981 Census, for each province. One can observe distinct regional differences for both males and females. With respect to males, in Diagram 2 one can see that P.E.I. had the lowest rate of "not worked"

Diagram 2

Males, 15 Years and Over, by Length of Work in 1980, as % Male Population, by Province



ERRATUM

Diagram 3

Should read -

"Females, 15 years and over, by Length of Work in 1980, as % Female Population by Province".

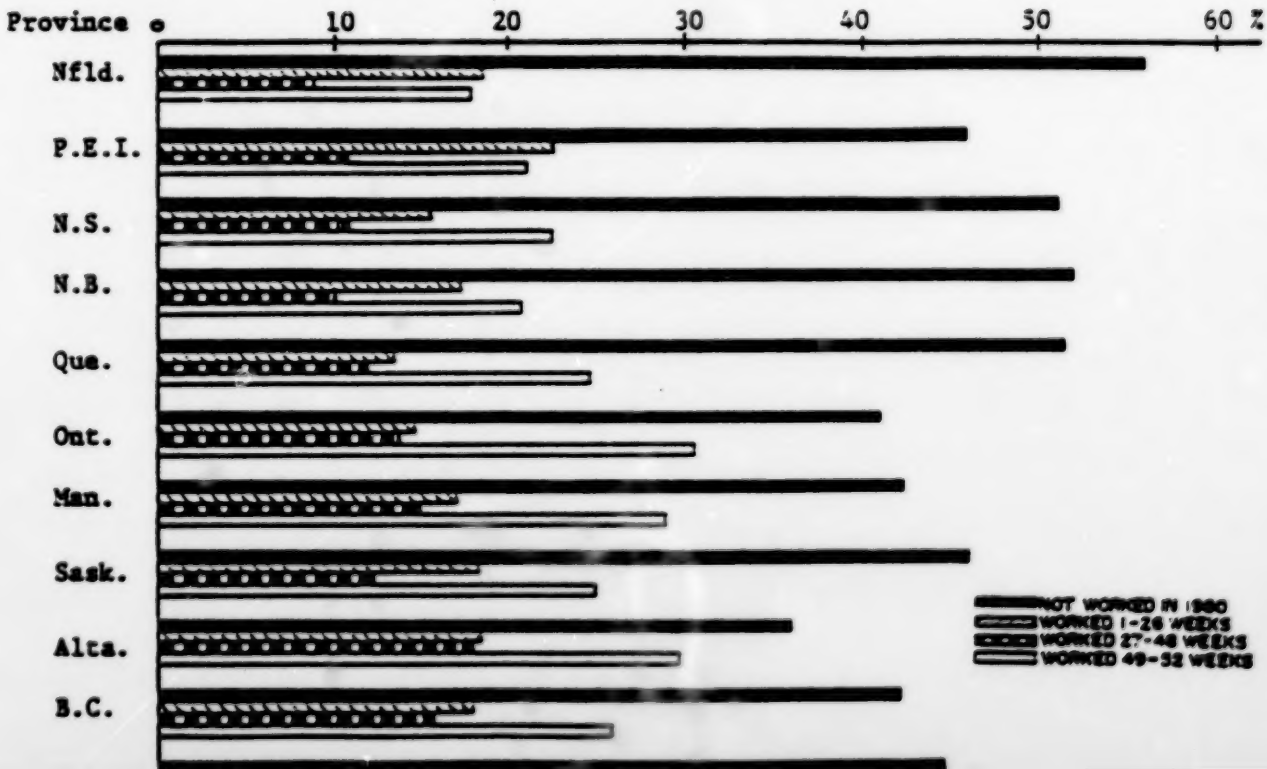
east of Ontario, but this rate of 22.3 per cent for P.E.I. was higher than all provinces West of Quebec, with Alberta clearly the lowest at 12.6 per cent. Looking at the other end of the scale, one can see that the proportion of the male population working 49-52 weeks was low throughout the Atlantic region, and particularly low in Newfoundland where only 32.9 per cent of the adult males worked a full year. This is in striking contrast with Ontario, where 52.7 per cent of the adult males worked through the year; the equivalent figure for P.E.I. was 38.9 per cent.

The province with the highest proportion of males working only 1-26 weeks, or half a year and less, was Newfoundland, at 25.6 per cent, with P.E.I. at 23.0 per cent a close second. Ontario, at 13 per cent was again significantly different. All Atlantic Provinces tended to have relatively high proportions employed 1-26 weeks compared with the rest of Canada.

The general situation with respect to females, as shown in Diagram 3 is similar, although provincial differences in the proportions who did not work are more varied. P.E.I. had

Diagram 3

Females, 15 Years and Over, By Length of Work in 1980, as % Male Population, by Province

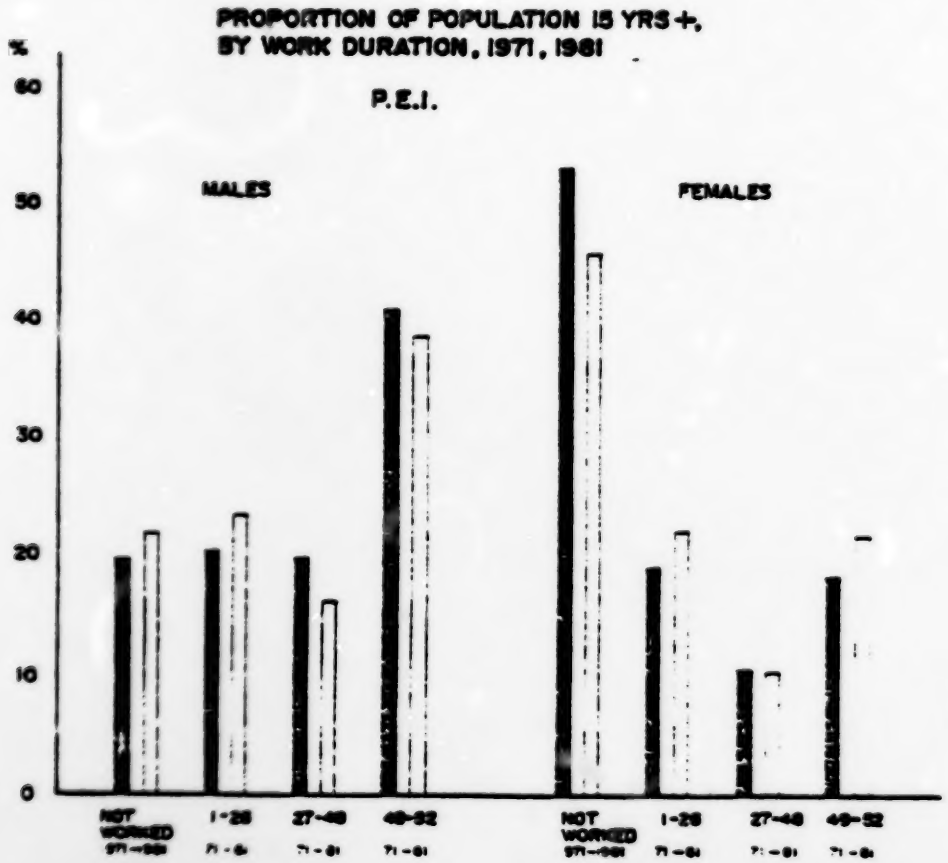


the lowest proportion of adult females not working of all provinces east of Ontario. Yet it also had the highest proportion of females working only 1-26 weeks in the country, at 22.4 per cent. With respect to the females working a full year, or 49-52 weeks, one finds Ontario, Alberta and Manitoba with the highest percentages, while Nova Scotia clearly led the Atlantic region in that category, with 22.5 per cent. For P.E.I. the proportion was 21.5 per cent, and the national average was 27.1 per cent.

These data point to the significant proportion of the adult population in the Atlantic region who are employed for less than a year, or not employed at all, relative to Ontario and points West.

How has this work pattern changed over time? Diagram 4 displays the same data for P.E.I. from the 1971 and 1981 censuses. The results are somewhat surprising because one finds significant differences in male work experience compared

Diagram 4



to females. The overall proportion of males with no work experience the previous year increased 1971-1981, from 19.2 per cent to 22.3 per cent, whereas the females with no work experience declined from 52.7 per cent to 45.8 per cent. For the males there was a general shift towards employment from 1-26 weeks and away from longer term work, whereas for females the shift was towards employment for 1-26 weeks and 49-52 weeks but with little change in the 27-48 week category. Looking to the Ontario statistics for a comparison one does not find this strong movement of either males or females into the 1-26 week category of the adult population generally; for the males there were 12.4 per cent in the 1-26 week group in 1971 and 13.0 per cent in 1981; while the females working 1-26 weeks went from 14.6 per cent in 1971 to 14.7 per cent in 1981. Equivalent figures for P.E.I. are 20.1 per cent to 23.0 per cent for males 1971-1981 and 18.7 per cent to 22.4 per cent for the females 1971-1981.

Clearly the employment gains on P.E.I. during the 1970's particularly for males, have tended to be oriented towards shorter term work, whereas for females the results are mixed.

In Table 3 we display the absolute changes in numbers employed 1-26 weeks and 49-52 weeks, by sex and general occupation group, 1971-1981, which provides some further insight into what has been occurring on P.E.I. The statistics on the overall increase includes the 27-48 week group, the details for which have been omitted from the Table for simplification. One can see that the largest increase occurred in Clerical and related occupations at 3,165, and this group provided the major explanation for the expansion in year round work for females on P.E.I. There were also significant increases in year-round employment in Services (restaurants, bars, etc.), medicine and health, management/ administration, and sales occupations. Short term work (1-26 weeks) increased by 3,210 in total for females and 2,585 for males. Services dominated this category for females, follwed by clerical and processing. For males, the switch from full year work to short term work shows up most clearly in farming, fishing, sales and services, in which occupations there occurred absolute declines in year round employment in

Table 3

Change in Employment, By Occupation, And By Duration, 1971-1981, P.E.I.

	Male		Female		
	1-26 Weeks	49-52 Weeks	1-26 Weeks	49-52 Weeks	Overall Increase
Manag't/Admin.	220	1,775	225	515	+ 3,020
Teaching & Relat.	-25	290	135	50	+465
Medicine, Health	-5	95	-30	575	+990
Clerical & Relat.	115	130	725	1,715	+ 3,165
Sales	105	-400	-345	395	+770
Farming & Relat.	75	-775	55	-275	- 1,280
Fishing & Trap.	970	-155	300	5	+820
Forestry & Log.	20	65	-10	-5	+160
Processing	250	-85	440	-20	+805
Fabricat., Repair	220	415	70	50	+940
Construct. Trade	685	350	-	-	+ 1,310
Transportation Equip.	290	390	-	-	+875
Science, Engin. etc.	-15	390	40	30	+490
Social Sci. Law. Relat.	35	145	145	160	+650
Religion	-	40	10	-25	+10
Artistic, Recreation	25	65	75	75	+430
Services	210	-165	1,335	665	+ 2,120
Mining	-15	10	-	-	+ 30
Machining	75	145	5	-	+245
TOTAL	+2,585	+1,745	+3,210	+3,125	+10,830

Note: Miscellaneous occupations excluded. Statistics for 27-48 weeks not displayed.

Source: Stats Can. 92-919, 1981 Census
94-782, 1971 Census

favour of shorter term work. For males, the management and administrative occupations stand out as supporting growth of year round employment 1971-1981.

The actual numbers involved in these occupations, by duration of employment, are identified in Table 4, where one can see the high proportion of jobs of a short term nature in such activities as fishing, processing and construction, relative to their total employment.

Table 4

Employment By Duration, 1981

And Occupation & Sex

	Male			Female		
	1-26 weeks	49-52 weeks	Total	1-26 weeks	49-52 weeks	Total
Manag't/Admin.	295	2,550	3,195	255	660	1,070
Teaching & Relat.	85	655	815	815	870	1,565
Medicine /Health	40	360	530	450	1,290	2,500
Clerical & Relat.	425	990	1,630	1,810	3,315	6,335
Sales	410	1,415	2,180	950	905	2,355
Farming & Relat.	1,325	2,560	4,500	685	280	1,075
Fishing & Trp.	2,005	115	2,875	375	15	415
Forestry	90	85	235	50	-	60
Processing	745	445	1,655	1,320	130	1,955
Fabricating, Repairs	360	1,235	2,020	110	110	265
Construction Trades	1,785	1,510	4,755	35	20	80
Transport Operat.	585	1,220	2,610	25	40	120
Science, Engin.	210	680	1,000	75	60	180
Soc'l Serv. & Law	70	245	375	210	230	545
Religion	10	185	215	10	25	45
Artistic & Rec.	125	190	460	145	95	340
Services	750	1,830	3,025	2,940	1,735	5,715
Mining	15	20	90	-	-	-
Machining	120	315	580	5	-	10
Material Handling			835			145
Other Crafts			350			100
Other			880			125
TOTAL	10,285	17,390	34,790	10,320	9,930	24,995

Note: Statistics for 27-48 weeks not displayed.

4. Comparison of Employment Gains With the National Experience 1971-1981

The experience of P.E.I. during the 1971 to 1981 period can be compared with other provinces in Table 5, which shows the percentage increases in numbers employed by length of work experience, by sex.

Table 5

Percentage Change 1971-1981, in Numbers Employed

By Work Duration, by Sex and Province

	1-26 weeks		27-48 weeks		49-52 weeks		Total	
	M	F	M	F	M	F	M	F
Newfoundland	62.0	119.0	14.9	53.0	11.1	60.2	25.4	78.3
P.E.I.	33.6	45.1	-6.4	16.2	11.2	45.9	12.4	38.9
Nova Scotia	33.6	46.5	-3.8	29.8	14.9	55.2	13.6	46.3
New Brunswick	39.1	49.6	-0.1	22.0	13.0	48.4	15.6	42.6
Quebec	35.2	53.4	12.8	35.5	11.8	47.5	15.9	45.9
Ontario	25.0	24.0	7.7	27.8	19.4	62.9	17.7	42.7
Manitoba	6.0	21.3	4.2	23.9	8.7	42.2	7.3	31.5
Saskatchewan	3.6	36.0	18.5	43.9	7.4	26.9	8.9	33.3
Alberta	50.4	69.1	77.0	98.0	51.4	94.5	57.0	87.6
B.C.	26.8	50.0	26.6	66.4	40.4	89.0	34.0	70.0
Canada	30.1	41.0	16.5	40.3	24.7	60.5	21.1	49.1

The general growth of employment on P.E.I. was weak by comparison with most provinces, with the exception of Manitoba and Saskatchewan, and it was particularly influenced by an absolute decline in males working 27-48 weeks. Again there is a strong regional flavour to the statistics. In all provinces east of Manitoba the growth of male employment in the 1-26 weeks duration exceeded that of growth in year round work. Expansion of female employment was general and most startling for the 1-26 week category in Newfoundland where it increased by 119 per cent, and in all categories in Alberta. The disproportionate increase in female employment in the 49-52 week category, relative to growth of male employment 49-52 weeks was apparent in all provinces. Only Alberta and British Columbia had significant growth in male employment 49-52 weeks.

Table 6

Percentage Change in Population 15+, Census Labour Force, and Those With Work Experience, 1971-1981

	Population 15+		Census Labour Force			Population With Work Experience	
	M	F	M	F	T	M	F
Newfoundland	18.8	23.3	32.8	105.6	53.0	25.4	78.3
P.E.I.	16.8	21.1	18.4	61.1	32.9	12.4	38.9
N.S.	15.0	19.0	18.7	63.1	33.0	13.6	46.3
N.B.	18.0	21.1	22.2	62.9	35.4	15.6	42.6
Quebec	16.5	18.1	25.4	63.6	38.2	15.9	45.9
Ontario	19.6	22.4	20.7	55.6	33.4	17.7	42.7
Manitoba	8.7	12.5	10.6	41.7	21.7	7.3	31.5
Saskatchewan	9.3	13.1	12.6	42.4	22.4	8.9	33.3
Alberta	51.2	49.2	60.5	98.4	73.7	57.0	87.6
B.C.	33.0	36.9	36.3	82.0	51.9	34.0	70.0
Canada	21.4	23.6	26.2	63.8	39.2	21.1	49.7

Table 6 compares the overall percentage change in the total population 15+, the labour force information from the Census and the numbers of males and females with work experience. These indicate that in all instances the population with work experience increased more slowly than the "snapshot" labour force recorded at Census time. In all cases the increase in numbers of females with work experience exceeded that of the growth of the population 15+, although for males this was the case only in Newfoundland, Alberta and British Columbia.

The major difference between the total number with work experience and those in the labour force is the group of people who worked at some point in the previous year but who were out of the labour force at Census time. (i.e. neither employed nor unemployed). The above results indicate that this group declined proportionately 1971-1981 in all provinces. Thus there appeared to be a distinct shift from having spells of work experience and then leaving the labour force in 1971 to having work experience and moving into unemployment in 1981. This group of unemployed for P.E.I. increased from 1,910 in 1971 to 5,850 in 1981; in Newfoundland it increased from 10,360 in 1971 to 32,910 in 1981 despite very healthy employment growth. Much of this increased unemployment took place in the female populations, notwithstanding the dramatic increase in employment that occurred for this group 1971-1981. In Ontario the number of unemployed males declined 1971-1981, and yet increased significantly for females. This weakens the argument that

unemployment is necessarily related to a movement to shorter spells of work because this was not the case for females in Ontario.

Rather the explanation may lie in the increased propensity of the population either with work experience or not, to be actively seeking employment on an on-going basis when they are out of work, compared to 1971 and earlier years. For example, only 815 females on P.E.I. are recorded as unemployed with work experience in 1971; by 1981 this had risen to 2,690 despite the general increase in work by females during these years.

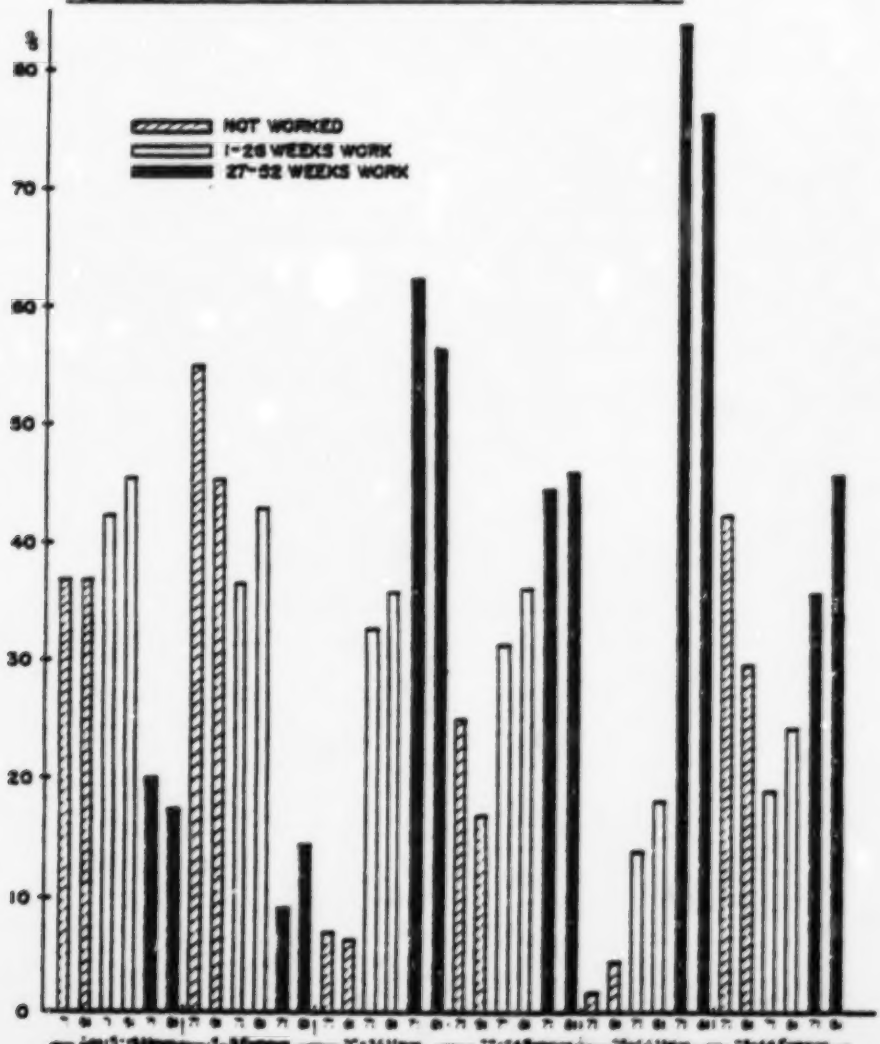
5. Work Experience of the Population by Age

The data on work experience by age for P.E.I. are presented in Diagram 5, showing the proportion of each population group by employment experience, 1971 and 1981, by sex. Comparing

Diagram 5

Work Experience 1971 and 1981,

By Age and Sex, 15-44 Years of Age



the work pattern for males of various age groups one finds that the most significant increase in males who did not work was in the 25-44 year category although the numbers are very small. In all age groups there was a distinct shift for males to move out of employment lasting 27-52 weeks, to employment for 1-26 weeks. The 25-44 year old males formed 45 per cent of the male labour force on P.E.I. and in 1981 77.5 per cent of them worked for more than half a year, with the majority of these working a full year. This contrasts with Ontario where 89.8 per cent of the 25-44 year old males worked for more than half a year in 1981.

Looking to the female population one sees declines in the proportion who never worked in each age category, the most noticeable decline appearing in the 25-44 year group, which fell from 46.1 per cent to 29.6 per cent of its population on P.E.I. This group also experienced a significant increase in numbers at work for 27-52 weeks, of whom the majority would have worked a full year. The experience of 20-24 year old females was similar although the increase in those who were employed 27-52 weeks was somewhat less. The data does not appear to indicate that the increased participation of females in the work force has been oriented towards short term work to the degree one might have expected.

The increasing number unemployed is particularly prevalent in the 20-24 year age groups, both male and female. In particular the proportion of 20-24 year olds who are unemployment insurance beneficiaries has become very high.

In Table 7 one can see that the proportion of U.I. beneficiaries among 20-24 year old is roughly double that of the population generally, in each province. P.E.I. and Newfoundland appear as extreme cases, with 56.7 per cent and 64 per cent of

Table 7

Number of Unemployment Beneficiaries
As Percentage of Population, 1981
By Age and Sex and Selected Provinces

	15-19		20-24		25-34		All Ages	
	M	F	M	F	M	F	M	F
Newfoundland	28.2	12.5	64.0	33.7	45.5	27.3	36.9	17.8
P.E.I.	26.2	9.7	56.7	38.8	38.2	29.9	28.7	18.6
Nova Scotia	16.3	9.0	36.8	26.2	29.5	18.4	21.9	12.4
Ontario	9.9	5.7	24.4	18.4	15.6	15.1	12.7	9.4
Alberta	7.2	3.5	15.8	10.6	9.0	9.0	8.1	5.8
B.C.	13.3	7.5	30.4	19.6	18.9	14.8	14.8	9.8
Canada	12.8	7.3	29.2	21.0	19.2	16.1	15.4	10.5

Source: Stats Can. 73-201

the 20-24 year old male as beneficiaries in 1981. The increased numbers of unemployment insurance beneficiaries can largely be traced to the early 1970's with the exception of the 20-24 year old males whose numbers continued to climb to 1981.

Table 8

Percentage of Population as U.I. Beneficiaries,
P.E.I., 1972-1981

	15-19		20-24		All Ages	
	M	F	M	F	M	F
1972	21.5	9.7	37.9	23.3	23.1	12.4
1976	34.5	17.3	44.2	35.0	28.3	18.5
1980	25.0	11.1	51.3	38.5	27.3	18.1
1981	26.2	9.7	56.7	38.8	28.7	18.6

Source: Stats Can. 73-201

The above Table shows that there has been a significant difference in the experience of the 15-19 year age group compared to the 20-24 year olds. The number of male U.I. beneficiaries 15-19 years old peaked at 2,260 in 1977, falling to 1,730 by 1981.

5. Conclusion

This issue of Trends has examined the general changes in work experience of the P.E.I. population with the help of 1981 and 1971 census information. The statistics point to a general shift of male employment on P.E.I. away from year round work towards no work or short term work. This shift was particularly noticeable in the Island's traditional sectors, farming, fishing and processing. The female experience was significantly different, with increased work activity in total and a tendency to either full year work or short term work. Clerical, services, and sales occupations predominated for females.

The general movement of 20-24 year old workers towards short term jobs may be a factor explaining the high rate of unemployment for this group, but the relationship between shifts in work duration and changes to unemployment is not conclusive. Rather, the total labour force of every province increased faster than the numbers of people with work experience which suggests that there was an increase in the propensity to be actively seeking employment while out of work between 1971 and 1981.

Newfoundland appears an extreme case where there occurred a rapid increase in the numbers with work experience generally, a large increase in numbers with short term work, an extremely high useage of unemployment insurance, and rising unemployment. P.E.I.'s situation was not dissimilar in many ways although overall growth was weaker. The high useage of unemployment insurance among the 20-24 year olds in both provinces is very noticeable.

POOR

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